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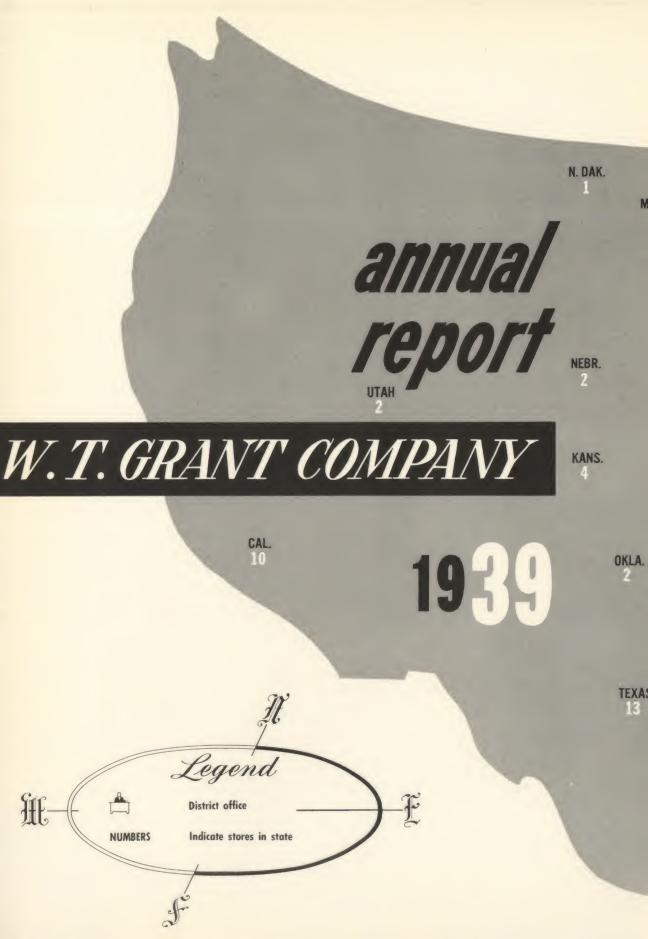
Annual Report



For 1939

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# W. T. GRANT COMPANY

# **Board of Directors**

WILLIAM T. GRANT, Chairman
John G. Byler
Joseph W. Chinn, Jr.
Howland S. Davis
Fred H. Edgecomb
CLAYTON E. FREEMAN

Karl D. Gardner John M. Hancock James L. O'Neill Richard W. Story William B. Warner

# Officers

WILLIAM T. GRANT	•			Chairman of the Board
KARL D. GARDNER.				President and General Manager
FRED H. EDGECOMB				Vice-President
RICHARD W. STORY				Vice-President and Secretary
JOHN G. BYLER .				Vice-President and Treasurer

 Executive offices
 1441 Broadway, New York, N. Y.

 Transfer agent
 Guaranty Trust Company of New York

 Registrar
 Bankers Trust Company, New York, N. Y.

# Management Report

New York, N. Y., March 18, 1940

To the Stockholders of the W. T. Grant Company:

During 1939 there was continued growth of your company as sales and profits increased. For the first time in its history the sales volume was over \$100,000,000.

The increase in sales made possible an increase in net earnings. These earnings equalled \$3,824,996, which after deducting full dividends paid during the year to holders of the preferred stock is equal to \$2.92 for each share of the 1,189,354 shares of common stock. This improved position compares with the previous year net earnings of \$2,766,424, which equalled \$2.03 for each share of common stock.

Dividends of 35 cents a share were paid from earnings to common share stockholders on April 1, July 1, October 1, and January 1, plus a special dividend of 50 cents a share on January 23, 1940. This made total payments for each common share of \$1.90 for the entire 1939 fiscal year.

On January 31, 1940 the current assets of the company were \$22,583,665, including \$9,039,744 in cash, as compared with current liabilities of \$3,807,783.

Except as it effected general business conditions in the United States, the war in Europe had very little effect on the operation of the company.

# Sales

Sales for the fiscal year ending January 31, 1940 were \$103,761,686, an increase of \$6,245,267, or 6.40% over the preceding year. The increase in sales of identical stores open during the entire year was 4.79%.

Company sales continued to be on a strictly cash basis because of the nature of the lines of merchandise carried. The increase was not as great proportionately as occurred in some industries where a sizeable portion of the sales are on a credit basis. In less prosperous years company sales do not decline as rapidly as in the case of retailers, where credit is a large factor.

The sales increase for the year resulted from improved business conditions over 1938, and from the policy of keeping the stores supplied with larger assortments of merchandise at all seasons. The end of the year inventories were \$13,287,606, an increase over the \$11,680,798 which was reported a year previously.

In both the first and second halves of the year sales improved over similar periods of the previous year. The most noticeable improvement was in the first six months where comparison is made with a period of relatively low business activity.

# Taxes

In 1939 the company made considerably larger payments for taxes, which totaled \$3,161,940. This is only slightly less than the total net profits for the year, and compares with \$2,847,193 paid the previous year.

In addition to paying taxes itself, the company acted as an agent and collected \$707,309 in sales taxes from customers, and unemployment and old age taxes from wages paid employees.

# Stores

Keeping pace with rapid changes in merchandising methods, 19 stores were modernized, enlarged, or air conditioned in 1939. During the year 6 new stores were opened. The trend to larger and more profitable units resulted in the closing of three small stores, so at the end of the year 492 stores were in operation. There were 489 stores in operation at the end of the previous year.

Continuing through 1940, this plan of improving company stores and equipment will result in continued enlargement and modernization of existing stores. Leases have been signed for four new stores, including large units in Cleveland, Ohio and Denver, Colorado.

# Organization

The executives of this company have always believed that the members of the organization are its most valuable asset. Ours was one of the first chain store companies to have a personnel department devoting all of its time to personnel matters. A number of years ago it established standards of maximum hours and minimum wages for saleswomen. During the year it established maximum hour schedules for men in the stores. In addition it placed in the hands of each store employee a copy of the personnel policies developed over a period of years. We believe these policies have much to do with the continued success of the company.

Alliam Grant

Chairman of the Board

farl Il. Gardner

President

# Consolidated Balance Sheet

January 31, 1940

# Assets

CURRENT ASSETS		
Cash Accounts receivable		
Merchandise inventories (at not in excess of		
cost or market, whichever is lower)		\$22,583,665.32
OTHER ASSETS Cash surrender value of life insurance	\$ 1 200 206 05	
Advances to and security deposited with land-	ψ 1,200,200.05	
lords—to be repaid over a term of years	546,755.70	
Real estate mortgage receivable	275,000.00	
Amounts expended on building construction— to be repaid by owners	164,626.79	
Deposit for purchase of property	35,166.35	
Employees notes and accounts receivable		
(partly secured)	30,307.82	
Sundry accounts, claims and investments; funds in closed banks and restricted bal-		
ances (less reserve \$74,041.71)	5,403.66	2,345.546.37
STORE PROPERTIES, FIXTURES AND IMPROVEMENTS (at cost)		
Land	\$ 5,343,356.29	
Buildings \$ 2,863,853.67		
Less reserve for depreciation 755,968.43	2,107,885.24	
Furniture and fixtures \$ 6,665,328.90		
Less reserve for depreciation 3,535,983.06	3,129,345.84	
Alterations and improvements to leased prop- erties (this amount is being amortized over		
a period not in excess of the term of the		
leases involved)	5,586,360.54	16,166,947.91
Deferred Charges		
Prepaid taxes, rents and insurance, supplies,		
etc		1,164,136.52
		\$42,260,296.12

NOTE: The subsidiary, W. T. Grant Company (Massachusetts Corporation), was guarantor of a note issued to a bank by Trustees of an Employees Stock Purchase Fund secured by 315¼ shares of 5% cumulative preferred stock and 1,592 shares of common stock of W. T.

# W. T. GRANT COMPANY

(A Delaware Corporation) and subsidiary companies

# Liabilities

CURRENT LIABILITIES Accounts payable Real estate mortgages payable on demand or maturing within one year Accrued accounts Provision for federal taxes on income, estimated	\$ 1,756,771.10 127,300.00 957,821.44 965,890.87	<b>\$</b> 3,807,783.41	
DEFERRED LIABILITIES Real estate mortgages payable 1941 to 1954 Tenants deposits as security for leases		2,204,615.00	
Reserves For repainting stores For flood losses		231,214.23	
CAPITAL STOCK AND SURPLUS Capital stock: 5% Cumulative Preferred—par value \$20.00 per share redeemable at \$22.00 per share: Authorized 400,000 shares; issued or to be issued— 350,138½ shares (in- cluding 1,287¾ shares in treasury)\$ 6,977,015.00 Common—par value \$10.00 per share: Authorized 1,500,000 shares; issued or to be issued 1,190,554 shares (in- cluding 1,200 shares in treasury)	\$18,870,555.00		
Earned surplus (including \$1,884,591.78 accu- mulated since formation of Delaware Com- pany on November 27, 1937)	17,146,128.48	36,016,683.48	

\$42,260,296.12

Grant Company (Delaware Corporation), the unpaid balance of which note amounted to \$4,476.23 at January 31, 1940. Unused balances of import letters of credit issued for the account of W. T. Grant Company (Massachusetts Corporation) amounted to \$567,212.02 at that date.

# Consolidated Profit and Loss Statement

for fiscal year ended January 31, 1940

Sales Cost of Merchandise Sold and Operating Expenses	03,761,685.63 97,410,413.07
OTHER DEDUCTIONS, less sundry income of \$69,573.80	\$ 6,351,272.56 174,930.35
Deduct	\$ 6,176,342.21
Provision for depreciation and amortization of leasehold improvements	1,391,345.93
PROFIT BEFORE FEDERAL TAXES ON INCOME Provision for federal taxes on income	\$ <b>4,784,996.28</b> 960,000.00
NET PROFIT	\$ 3,824,996.28

# Consolidated Earned Surplus

for fiscal year ended January 31, 1940

BALANCE—January 31, 1939	\$ 15,929,588.05
Add Net profit for year	3,824,996.28
Deduct Cash dividends: On 5% Cumulative Preferred Stock— \$20.00 par value:	\$19,754,584.33
Four quarterly dividends of 25c each, aggre- gating \$1.00 per share\$ 348,683.25 On Common Stock—\$10.00 par value: Four quarterly dividends of 35c each, or \$1.40 per share \$1,665,095.60	
Final dividend for fiscal year ended January 31, 1940— 50c per share paid on Janu- ary 23, 1940	
Total dividends on Common Stock—\$1.90 per share2,259,772.60	
Total Dividends	2,608,455.85
BALANCE—January 31, 1940	\$ 17,146,128.48

Auditors' Report

March 7, 1940

TO THE BOARD OF DIRECTORS,

W. T. GRANT COMPANY,

New York, N.Y.

We have examined the consolidated balance sheet of W. T. GRANT COMPANY (a Delaware Corporation) and its subsidiaries as of January 31, 1940, and the consolidated statements of profit and loss and surplus for the year then ended, have reviewed the system of internal control and the accounting procedures of the companies and, without making a detailed audit of the transactions, have examined or tested accounting records of the companies and other supporting evidence, by methods and to the extent we deemed appropriate.

In our opinion, the accompanying consolidated balance sheet and related consolidated statements of profit and loss and surplus present fairly the position of the W. T. GRANT COMPANY and its subsidiaries at January 31, 1940, and the results of their operations for the year, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

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# Comparative Consolidated

FISCAL YEAR

(January 31 of Subsequent Calendar Year)       1939         Assets       Cash       \$ 9,039,744         Marketable Securities       256,315         Notes and Accounts Receivable       238,665         Cash Surrender Value of Life In- surance       13,287,606         Advances and Security with Land- lords       1,288,286         Advances and Security with Land- lords       546,756         Miscellaneous Investments, Em- ployees Accounts Receivable, etc. (Net)       \$10,505         Land and Buildings, Depreciated       7,451,241         Furniture and Fixtures, Depreci- ated       3,129,346         Alterations and Improvements (Net)       5,586,361         Deferred Charges       1,164,136         Total Assets       \$42,260,296         Liabilities       Accounts Payable         Accrued Accounts       957,822         Real Estate Mortgages Payable— Current       127,300         Provision for Federal Taxes— Estimated       3,540         Real Estate Mortgages Payable— Deferred Notes Payable       3,540         Real Estate Mortgages Payable— Capital Stock:       224,464         Reserve for Repainting Stores       224,464         Reserve for Repainting Stores       224,464         Reserve for Repainting Stores       6,770,15		FISCAL YEAR	
Asselts       Marketable Securities       256,315         Notes and Accounts Receivable       22,583,665         Total CURRENT Assets       22,583,665         Cash Surrender Value of Life Insurance       1,288,286         Advances and Security with Landlords       546,756         Miscellaneous Investments, Employees Accounts Receivable, etc. (Net)       510,505         Land and Buildings, Depreciated       7,451,241         Furniture and Fixtures, Depreciated       7,451,241         Furniture and Linges       5,586,361         Deferred Charges       11,64,136         Total Accounts       957,822         Real Estate Mortgages Payable		(January 31 of Subsequent Calendar Year)	1939
Merchandise Inventories13,287,606TOTAL CURRENT ASSETS22,583,665Cash Surrender Value of Life In- surance1,288,286Advances and Security with Land- lords346,756Miscellaneous Investments, Em- ployees Accounts Receivable, etc. (Net)510,505Land and Buildings, Depreciated furniture and Fixtures, Depreci- ated7,451,241Furniture and Fixtures, Depreci- ated3,129,346Alterations and Improvements (Net)5,586,361Deferred Charges1,164,136Total Assets\$42,260,296Liabilities and CapitalAccounts Payable Notes Payable—Accounts Payable Dividend Payable—Accrued Accounts Current957,822Real Estate Mortgages Payable— Current965,891Total CURRENT LIABILITIES Real Estate Mortgages Payable— Deferred3,540Real Estate Mortgages Payable— Deferred22,01,075Reserve for Repainting Stores Capital Stock: Preferred—5% Cumulative \$20 Par Value Capital—No Par Value6,977,015Common—\$10 Par Value Surplus17,146,128	Assets	Marketable Securities	
Cash Surrender Value of Life In- surance1,288,286Advances and Security with Land- lords546,756Miscellaneous Investments, Em- ployees Accounts Receivable, etc. (Net)510,505Land and Buildings, Depreciated runiture and Fixtures, Depreci- ated7,451,241Furniture and Fixtures, Depreci- ated3,129,346Alterations and Improvements (Net)5,586,361Deferred Charges1,164,136Total Assets\$42,260,296Liabilities and CapitalAccounts Payable Dividend Payable Current 127,300Provision for Federal Taxes- Estimated965,891Total CURRENT LIABILITIES3,540Real Estate Mortgages Payable- Deferred Notes Payable Current 3,540Real Estate Mortgages Payable- Deferred 3,540Real Estate Mortgages Payable- Deferred 3,540Real Estate Mortgages Payable- Deferred			
surance1,288,286Advances and Security with Landlords546,756Miscellaneous Investments, Employees Accounts Receivable, etc. (Net)510,505Land and Buildings, Depreciated7,451,241Furniture and Fixtures, Depreciated7,451,241Furniture and Fixtures, Depreciated7,451,241Furniture and Fixtures, Depreciated3,129,346Alterations and Improvements1,164,136(Net)5,586,361Deferred Charges1,164,136Total Assets\$42,260,296LiabilitiesAccounts PayableandAccounts PayableNotes Payable		TOTAL CURRENT ASSETS	22,583,665
lords546,756Miscellaneous Investments, Employees Accounts Receivable, etc. (Net)510,505Land and Buildings, Depreciated7,451,241Furniture and Fixtures, Depreciated7,451,241Furniture and Fixtures, Depreciated3,129,346Alterations and Improvements (Net)5,586,361Deferred Charges1,164,136Total Assets\$42,260,296LiabilitiesAccounts Payable Accrued Accounts51,756,771Notes Payable (		surance	1,288,286
Land and Buildings, Depreciated Furniture and Fixtures, Depreci- ated7.451.241Furniture and Fixtures, Depreci- ated3.129.346Alterations and Improvements (Net)5.586.361Deferred Charges1.164.136TOTAL ASSETS\$42,260,296LiabilitiesAccounts Payable Dividend Payableand Accrued Accounts\$1.756.771Notes Payable Dividend Payable		lords Miscellaneous Investments, Em- ployees Accounts Receivable,	546,756
Land and Buildings, Depreciated Furniture and Fixtures, Depreci- ated7.451.241Furniture and Fixtures, Depreci- ated3.129.346Alterations and Improvements (Net)5.586.361Deferred Charges1.164.136TOTAL ASSETS\$42,260,296LiabilitiesAccounts Payable Dividend Payableand Accrued Accounts\$1.756.771Notes Payable 		etc. (Net)	510,505
Alterations and Improvements (Net)       5,586,361         Deferred Charges       1,164,136         Total Assets       \$42,260,296         Liabilities       Accounts Payable		Land and Buildings, Depreciated	7,451,241
(Net)5.586,361Deferred Charges1,164,136TOTAL ASSETS\$42,260,296LiabilitiesAccounts PayableandAccounts PayableDividend Payable		Alterations and Improvements	3,129,346
Deferred Charges1,164,136TOTAL ASSETS\$42,260,296LiabilitiesAccounts PayableandAccounts PayableDividend Payable			5 586 361
Total Assets\$42,260,296LiabilitiesAccounts Payable\$ 1,756,771andNotes PayableNotes PayableAccrued Accounts957,822Real Estate Mortgages Payable127,300Provision for Federal Taxes965,891Total Current127,300Provision for Federal Taxes965,891Total Current Notes PayableEstimated965,891Total Current Science3,807,784Deferred Notes PayableDeferred Notes PayableDeferred Science2,201,075Reserve for Repainting Stores224,464Reserve for Flood Losses6,750Capital Stock:Preferred—5% Cumulative \$20Par Value6,977,015Common—\$10 Par Value11,893,540Capital—No Par Value17,146,128			
AndNotes PayableDividend Payable		-	
AndNotes PayableDividend Payable		-	1 850 881
Accrued Accounts957,822Real Estate Mortgages Payable— Current127,300Provision for Federal Taxes— Estimated965,891TOTAL CURRENT LIABILITIES3,807,784Deferred Notes Payable… Tenants' Deposits		Notes Payable	5 1,756,771
Current127,300Provision for Federal Taxes— Estimated965,891TOTAL CURRENT LIABILITIES3,807,784Deferred Notes Payable—Tenants' Deposits3,540Real Estate Mortgages Payable— Deferred2,201,075Reserve for Repainting Stores224,464Reserve for Flood Losses6,750Capital Stock: Preferred—5% Cumulative \$20 Par Value6,977,015Common—\$10 Par Value11,893,540Capital—No Par Value17,146,128		Accrued Accounts	957,822
Estimated965,891TOTAL CURRENT LIABILITIES3,807,784Deferred Notes Payable—Tenants' Deposits3,540Real Estate Mortgages Payable2,201,075Deferred2,201,075Reserve for Repainting Stores224,464Reserve for Flood Losses6,750Capital Stock:Preferred—5% Cumulative \$20Par Value6,977,015Common—\$10 Par Value11,893,540Capital—No Par Value17,146,128	Capital	Current	127,300
TOTAL CURRENT LIABILITIES3,807,784Deferred Notes Payable Tenants' Deposits			965 891
Deferred Notes Payable			
Tenants' Deposits3,540Real Estate Mortgages Payable—2,201,075Deferred2,201,075Reserve for Repainting Stores224,464Reserve for Flood Losses6,750Capital Stock:7referred—5% Cumulative \$20Par Value6,977,015Common—\$10 Par Value11,893,540Capital—No Par Value17,146,128			0,007,704
Deferred2,201,075Reserve for Repainting Stores224,464Reserve for Flood Losses6,750Capital Stock:6,750Preferred—5% Cumulative \$206,977,015Common—\$10 Par Value11,893,540Capital—No Par ValueSurplus17,146,128		Tenants' Deposits	3,540
Reserve for Repainting Stores224,464Reserve for Flood Losses			2.201.075
Reserve for Flood Losses6,750Capital Stock:9Preferred—5% Cumulative \$206,977,015Common—\$10 Par Value11,893,540Capital—No Par ValueSurplus17,146,128		Reserve for Repainting Stores	
Par Value         6,977,015           Common—\$10 Par Value         11,893,540           Capital—No Par Value            Surplus         17,146,128		Capital Stock:	6,750
Par Value         6,977,015           Common—\$10 Par Value         11,893,540           Capital—No Par Value            Surplus         17,146,128		Preferred—5% Cumulative \$20	
Capital—No Par Value Surplus 17,146,128			
Surplus			11,893,540
TOTAL LIABILITIES AND CAPITAL \$42,260,296		Surplus	17,146,128
		TOTAL LIABILITIES AND CAPITAL	\$42,260,296

Balance Sheets

1938	1937	1936	1935
\$ 9,992,925 35,415	\$10,998,361 35,415	\$10,574,802	\$ 8,805,872
399,928 11,680,798	170,244 10,990,658	272,166 11,911,012	110,739 10,979,229
22,109,066	22,194,678	22,757,980	19,895,840
1,198,437	1,058,092	85,999	84,437
535,020	510,612	425,723	299,588
360,396 7,478,614	137,516 6,728,426	17,908 6,574,129	19,997 6,178,725
3,054,721	2,968,408	2,806,609	2,947,172
5,393,354 1,052,119 \$41,181,727	5,179,068 922,856 \$39,699,656	5,149,934 799,523 \$38,617,805	5,428,266 844,971 \$35,698,996
\$ 1,674,817	\$ 1,495,874	\$ 1,073,799	\$ 932.198
297,338	12,500	25,000	25,000
769,227	714,218	1,647,298	1,240,495
316,150	475,500	324,000	197,200
738,708	916,303	1,283,000	605,000
3,796,240	3,614,395	4,353,097 12,500	2,999,893 37,500
3,440	4,615	7,583	7,983
2,366,600 215,154	1,540,150 181,171	1,948,850 135,004	2,077,850 140,526
6,977,165 11,893,540	6,977,695 11,893,540	_	_
15,929,588	15,488,090	10,089,446 22,071,325	10,089,446 20,345,798
\$41,181,727	\$39,699,656	\$38,617,805	\$35,698,996

# Comparative Consolidated

FISCAL YEAR (Which Ends Jan. 31 of Subsequent Calenda	rr Year) <b>1939</b>
Sales	\$103,761,685
LESS: Cost of Merchandise Sold and Operating Expenses	97,410,413
	6,351,272
Other Income (Net)	174,930
	6,176,342
DEDUCT:	
Flood Losses	
Interest Paid Less Interest Earned	55,225
Allowance for Depreciation and Amortization	1,336,121
Provisions for Federal Income Taxes	960,000
Provision for Surtax on Undistributed Net Income	
Net Income	\$ 3,824,996

# Comparative Consolidated

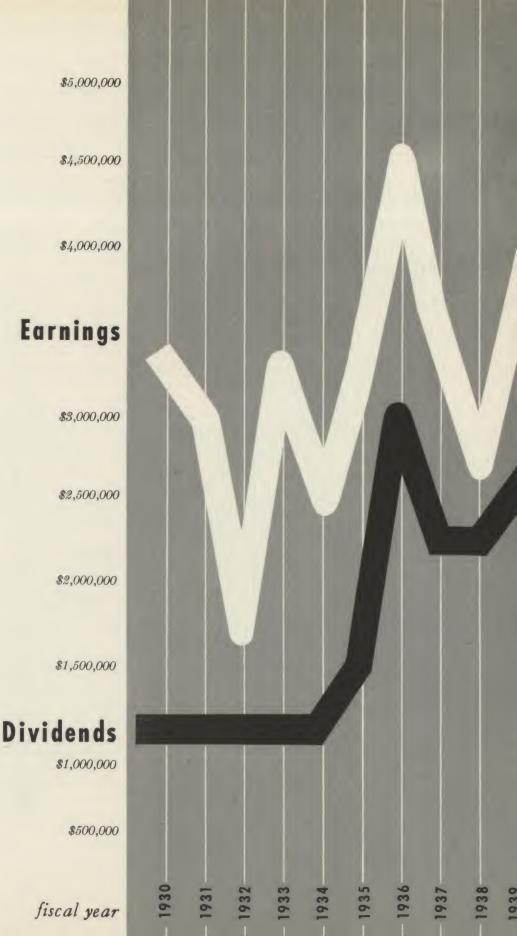
FISCAL YEAR (Which Ends Jan. 31 of Subsequent Calendar Y	'ear) 1939
SURPLUS: Beginning of Year	\$ 15,929,588
Add: Net Income for Year as Above	3,824,996
	19,754,584
DEDUCT:	
Preferred Dividends	348,683
Common Dividends	2,259,773
Transfer to Capital Account	
Sundry Deductions (Net)	
Surplus: End of Year	\$17,146,128

Profit a	and Lo	ss Star	tements
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1938	1937	1936	1935
\$97,516,419	\$99,059,920	\$98,346,043	\$91,981,814
92,554,683	93,567,638	91,208,494	86,812,894
4,961,736	5,492,282	7,137,549	5,168,920
106,249	78,955	46,767	31,301
4,855,487	5,571,237	7,184,316	5,200,221
		92,214	
62,694	63,532	63,129	122,904
1,318,369	1,254,980	1,238,189	1,207,451
708,000	700,000	939,405	535,620
_	151,000	257,000	
\$ 2,766,424	\$ 3,401,725	\$ 4,594,379	\$ 3,334,246

Surplus Accounts

1937	1936	1935
\$22,071,325	\$20,345,798	\$18,505,746
3,401,725	4,594,379	3,334,246
25,473,050	24,940,177	21,839,992
87,278		
2,266,494	2,868,852	1,494,194
7,607,733		
23,455		
\$15,488,090	\$22,071,325	\$20,345,798
	\$22,071,325 3,401,725 25,473,050 87,278 2,266,494 7,607,733 23,455	\$22,071,325       \$20,345,798         3,401,725       4,594,379         25,473,050       24,940,177         87,278          2,266,494       2,868,852         7,607,733          23,455



# Measurement of Progress

The measurement of any modern company cannot be confined to its financial position alone. Your company makes almost one million selling transactions each business day. To understand its progress a measure must also be taken of its relationship with its customers, its sources of merchandise supply, and its employees. On these relationships depend its future growth.

# Customers

This company was established, and has developed, on the basis of honesty and fair dealing with the public.

It is the policy of the company to cooperate with individual customers, or organized groups. This cooperation has taken the form of truthful labeling and advertising, so that each customer may readily recognize the quality standard which has been used in the manufacture of a product. The quality must conform in thread count, color fastness, standard sizes, or other requirements set by government bureaus, or trade associations. Money is always willingly returned if any purchase is unsatisfactory.

The company is greatly interested in legitimate consumer movements, and has encouraged their growth. It has active representation on the National Consumer Retailer Council, which has among its members such organizations as the General Federation of Women's Clubs, American Association of University Women, and American Home Economics Association.

# Research

There is maintained a research organization to assure continued improvement in company operation. Using the same techniques used by public opinion analysts, it discovers new preferences among customers, new products, and the most acceptable price. It studies everything in relation to the business operation—from complicated management problems to the simple questions of store routine.

Through this knowledge the management finds ways to reduce costs or give better service which result in greater savings or benefits to the public.

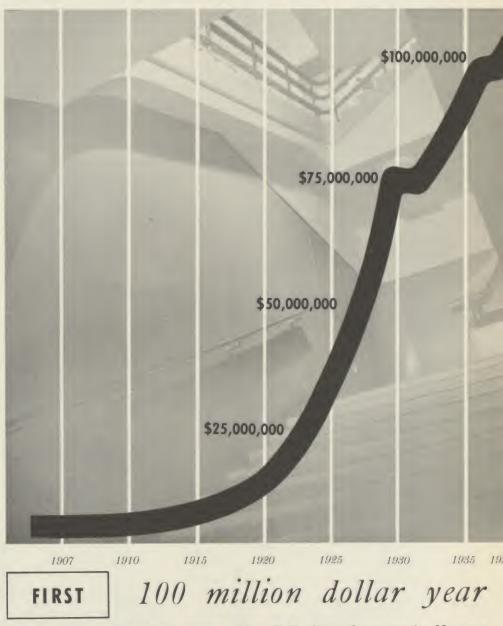
# **Merchandising** Policies

It is the company's policy to sell a complete assortment of merchandise at prices of \$1.00, or less, including both nationally advertised, privately branded, and unbranded merchandise. The limited number of items sold at prices above \$1.00 form less than 2% of the total volume of sales.

The aim of the manager of each store is to make it an integral part of its community. Its operation is governed by his local viewpoint. Its merchandise is selected to fit local needs, and is sold by employees who are selected from local people.

By shipping merchandise direct from factory to store, and by reducing costs through methods which do not lower quality in merchandise, or the pay of employees, the company continues its original plan of providing its customers with merchandise of outstanding value.

The styling of merchandise has become of great importance. To take advantage of this trend, newly designed products such as the special "Gone With The Wind" dress fabrics are continuously being secured for exclusive sale. Sample shipments of new novelty merchandise are rushed to each store in advance of general distribution throughout the country.



A chart showing the sales progress of the W. T. Grant Company for 33 years

# Types of merchandise

The stores of the company sell a wide assortment of fine quality, low priced articles which are of interest to the entire family. The average store has 2977 different items, not counting a wide variety of sizes and colors. Among these thousands of articles are holsehold supplies, sheets, towels, lamp shades, draperies, and furniture. There are dresses and dress accessories, handbags, jewelry, gloves, hosiery, handkerchiefs, and infants' clothes and shoes. All these interest women.

Men find shirts, pants, work clothes, hardware, and the children find toys and clothing. In the larger stores the entire family can refresh themselves at the store luncheonette.

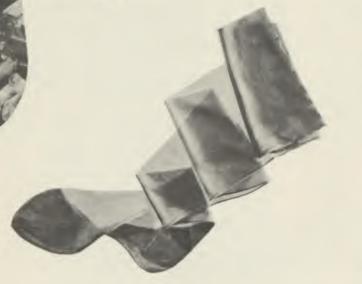


# Where merchandise is made

The company buys 98% of its merchandise in the United States, and from 3000 different manufacturers who are located in almost every state. Some are among the large manufacturing organizations of the country, but most of them are relatively small companies. Many rely upon the Grant Company to distribute a large portion of their production, and thereby provide employment for thousands of workers. Other advantages to its manufacturers are that your company pays cash for its purchases, and regulates much of its buying to periods when factory production is normally low.

Through Grant stores these companies secure nation-wide sales, which are not subject to radical variations which may occur when selling to a local market. This stabilization of employment brings many benefits to local communities, and through it the money paid by customers at Grant stores is being returned continuously to the local markets from which it came.

Merchandise produced under so-called "Sweat Shop" conditions is never purchased when that fact is known.







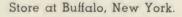
# Store improvements

Continuously through the year, there is the rebuilding and remodeling of present stores, and the opening of new stores in new locations, so that your company may continue to have modern buildings and equipment in the most advantageous positions.

In the past six years more new store improvements have been developed than in any similar previous period. Inventions have created new materials for construction and display. New forms of lighting, air conditioning, new design styles have made radical changes in store construction.

During the past year the store at Buffalo, New York, was rebuilt to incorporate the newest ideas in store design, and has been termed "The Store of Tomorrow." Several of the pictures in this report were taken there. The store received such general public approval that on the opening day 850 sales women were required to serve the 100,000 people who purchased articles.







# Personnel

There are about 18,000 people who receive steady and profitable employment, and during certain months of the year another 12,000 are added for seasonal services. Pay is always equal to, or more than the prevailing scale for similar services in the community. Each employee receives a two-week vacation with pay after being with the company one full year.

During the year the company continued the policy of paying \$1,000 to women employees who completed 20 years of service. In one store at Waterbury, Connecticut, five women celebrated their twentieth anniversary with the company and were presented with their awards by the President. There are now 40 women who have received these awards.



In the past year employees submitted over 1400 suggestions for the improvement of the business, and the company awarded 177 cash prizes for them.

Promotions are almost invariably made from within the organization, and the company carries on special and intensive training for young men so that they may be advanced to positions as assistant manager, store manager, supervisor, or more important office in the growing company.

Each store manager is directly responsible for his store, and shares in its profits. Though he is given suggestions and assistance, its success is his responsibility. Such training develops initiative, self confidence, and a broad knowledge of business which brings benefits to local communities as well as the man and the company.

This training assures an opportunity for growing compensation, and a trained group of men to fill the needs of the expanding organization. Annually, a company report is submitted to each employee, so that they may know of the progress and development of the company which they are helping to make successful, and which is bringing benefits to them.





#### ALABAMA (6) Anniston Birmingham Decatur Gadsden Huntsville Mohile

**ARKANSAS** (1) **Pine Bluff** 

#### CALIFORNIA (10) Berkeley Fresno Huntington Park Los Angeles (2) Oakland Sacramento San Jose Santa Barbara Santa Monica

## **CONNECTICUT** (26)

Bridgeport (2) Danbury Danielson Derby Greenwich Hartford Meriden Middletown Milford New Britain New Haven New London New Milford Putnam Rockville Southington South Manchester Stamford Thomaston Thompsonville Torrington Wallingford Waterbury Willimantic Winsted

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GRANT

STORES

#### **DELAWARE (3)** Dover Milford Wilmington

FLORIDA (6) Jacksonville Lakeland

# Miami Orlando Tampa (2)

#### GEORGIA (7)

Albany Atlanta Augusta Brunswick Macon Savannah Valdosta

#### **ILLINOIS (16)**

Alton Aurora Belleville Chicago (3) Decatur East St. Louis

### Elgin Galesburg Jacksonville Joliet Peoria Quincy Rockford Springfield

# INDIANA (9) Evansville Fort Wayne Gary Hammond Indianapolis Michigan City New Albany Newcastle South Bend

IOWA (4) Clinton Davenport Ottumwa Waterloo

#### **KANSAS** (4) Hutchinson

Pittshurg Topeka Wichita

#### **KENTUCKY** (2) Louisville Paducah

#### LOUISIANA (5) Alexandria **Baton Rouge** Monroe New Orleans Shreveport

## MAINE (12)

Bangor Bath Brunswick Calais Fort Kent Gardiner Lewiston Old Town Portland Sanford Skowhegan Van Buren

## MARYLAND (4)

Baltimore Cambridge Crisfield Hagerstown

## MASSACHUSETTS (72)

Adams Arlington Athol Beverly Boston (12) Brockton Cambridge Chelsea Chicopee Clinton Danvers Easthampton Everett

#### Fitchburg Framingham Franklin Gardner Gloucester Great Barrington Haverhill Holvoke Hudson Hyannis Lawrence Leominster Lynn (2) Malden Marlboro Medford Melrose Middleboro Milford Natick Needham New Bedford (2) Norfolk Downs North Adams North Attleboro Norwood Palmer Peabody Pittsfield Plymouth Reading

Fall Biver

# MINNESOTA (4)

Minneapolis Rochester St. Paul Winona

#### MISSISSIPPI (1) Jackson

MISSOURI (4)

Kansas City St. Joseph St. Louis Springfield

NEBRASKA (2) Lincoln Omaha

## **NEW HAMPSHIRE (9)**

Berlin Concord Derry Dover Franklin Manchester Nashua



Rockland Salem Somerville Stoneham Taunton Wakefield Waltham Ware Watertown Webster Westfield Weymouth Woburn Worcester

## **MICHIGAN (9)**

Detroit (2) Grand Rapids Hamtramck Kalamazoo Lansing Muskegon Saginaw St. Joseph

Portsmouth Rochester

## NEW JERSEY (27)

Bayonne Bloomfield Bridgeton Burlington Camden Collingswood Dover Hackensack Hoboken Jersey City (3) Millville Mount Holly Newark (3) New Brunswick Passaic Paterson Bahway Riverside Somerville Trenton

Union City Vineland West New York

#### NEW YORK (85)

Albany Batavia Bath Bay Shore, L. I. Beacon Binghamton Buffalo (7) Canandaigua Carthage Catskill Corning Cortland Dansville Elmira Freeport, L. I. Geneva Glen Cove, L. I. **Glens** Falls Gouverneur Great Neck, L. I. Hempstead, L. I. Herkimer Hudson Falls Huntington, L. I. Ilion Jamestown

Poughkeepsie Riverhead, L. I. Rochester Rockville Center, L. I. Rome Schenectady Seneca Falls Syracuse (2) Tonawanda Troy Utica Watertown Warsaw Westfield Wellsville White Plains Yonkers NO. CAROLINA (10) Charlotte Concord Elizabeth City Goldsboro Greensboro Greenville Hickory

Kinston Raleigh NORTH DAKOTA (1) Fargo

Kannapolis



Johnstown Kenmore Kingston Lackawanna Lockport Lynbrook, L. I. Mechanicville Medina Middletown New York Bronx (4) Brooklyn (2) Manhattan (5) **Oueens** (4) New Rochelle Niagara Falls Norwich Olean Oneida Oneonta Oyster Bay, L. I. Patchogue, L. I. Penn Yan Port Chester Port Jervis

## OHIO (25)

Akron Barberton Bellaire Bellevue Cambridge Canton Circleville Columbus Conneaut Dayton Delphos East Liverpool Elyria Kent Lima Mansfield Marion Middletown New Philadelphia Newark Norwalk Portsmouth Steubenville

Toledo Youngstown

OKLAHOMA (2) Muskogee Oklahoma City

#### PENNSYLVANIA (66)

Altoona Bangor Beaver Falls Berwick Blairsville Bloomsburg Bristol Butler Carlisle Chambersburg Columbia Conshohocken Corry Danville Elizabethtown Ellwood City Erie Freeland Greenville Hazleton Homestead Honesdale Huntingdon Jeannette Johnstown Lancaster Lock Haven McKeesport Mahanoy City Middletown Milton Mount Pleasant Mount Union New Kensington Norristown Oil City Palmerton Philadelphia (4) Philipsburg Phoenixville Pittston Pittsburgh (2) Pottstown Pottsville Reading Sayre Scranton Shamokin Shippensburg Sunbury Tarentum Titusville Towanda Uniontown **Upper Darby** Washington Waynesboro West Chester Wilkinsburg Williamsport Windber York

## RHODE ISLAND (5)

Newport Pawtucket Providence West Warwick Woonsocket

#### SOUTH CAROLINA (4)

Charleston Columbia Florence Greenville

#### TENNESSEE (5) Bristol

Chattanooga Kingsport Memphis Nashville

TEXAS (13)

Abilene Beaumont Brownsville Corpus Christi Dallas El Paso Fort Worth Galveston Houston Port Arthur San Antonio Waco Wichita Falls

UTAH (2) Ogden Salt Lake City

VERMONT (5) Bennington Burlington Newport St. Johnsbury Springfield

VIRGINIA (13) Charlottesville Clifton Forge Danville Fredericksburg Norfolk Harrisonburg Hopewell Lynchburg Newport News Petersburg Portsmouth Richmond Roanoke

#### WEST VIRGINIA (6)

Clarksburg Elkins Hinton Huntington Parkersburg Weston

WISCONSIN (7) Fond du Lac

Green Bay Janesville Madison Milwaukee Oshkosh Sheboygan



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